

EXHIBIT 3



February 26, 2025

To: HIAS INC

Email: [REDACTED]@hias.org

Subject: Termination Notification of Award No. SPRMCO24CA0348

Reference: state.gov/federal-assistance-policies-appeals/

Dear Partner,

This award is being terminated for the convenience of the U.S. Government pursuant to a directive from U.S. Secretary of State Marco Rubio, for alignment with Agency priorities and national interest. The decision to terminate this individual award is a policy determination vested in the Secretary of State.

Detailed instructions will follow, and a formal modification/amendment to memorialize this action is forthcoming from the Grants Office for specific awards. Kindly confirm receipt of this Termination Notice via electronic email response to the sender.

Sincerely,

Sharon D. James

Sharon D. James
Managing Director
Acquisition Policy Directorate (A/GA/APD)
Department of State